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ABSTRACT

This report summarizes the activities of the Pennsylvania Governor's Advisory Commission on Latino Affairs from its inception in January, 1989, to December, 1990; and makes recommendations to the Governor on policies, procedures, and legislation that would make the state more responsive to the Latin American community. Latin Americans are the youngest and fastest growing population group in Pennsylvania. Language and cultural barriers breed resentment and discrimination and lead to denial of services and resources necessary to the economic, social, political, and educational well-being of the Latin American community. To promote equal access and equal opportunity in all aspects of community life for Latin Americans, the Commission devised the following priority areas each to be addressed by committees: (1) education; (2) employment; (3) physical health and mental health; (4) economic development; (5) housing; (6) aging; and (7) Latin Americans in prison. Civil rights and civil tension are also considered. This report provides the work of the commissioners, staff, and communities in each area. Ongoing staff activities include the creation of boards, committees, and task forces; community development and technical assistance; community education and public appearances; improving the image of Latin Americans in the media; affirmative action; producing newsletters; news clippings; translations; and special projects. Included are an executive order and a list of 46 Latin American focused community-based organizations and programs throughout Pennsylvania. (RLC)

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ED348448

LATINOS IN PENNSYLVANIA

Pennsylvania Governor's Advisory Commission on Latino Affairs

Summary Report & Recommendations

April, 1991

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On January 26, 1989, following an historic meeting with key Pennsylvania Latino leaders, Governor Robert P. Casey signed Executive Order 1989-1 and rescinded Executive Order 1979-16, thereby, establishing the Governor's Advisory Commission on Latino Affairs and replacing the previous Governor's Council on the Hispanic Community. This report summarizes the activities of the Pennsylvania Governor's Advisory Commission on Latino Affairs from its inception in January, 1989 to December, 1990. In addition, as requested in the Executive Order, this report "makes recommendations to the Governor on policies, procedures and legislation that would make the state more responsive to the Latino community."

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Pennsylvania
Governor's Advisory Commission
on Latino Affairs

Mission Statement

The society our children inherit is only as good as we have collectively shaped it. We have the responsibility to develop the character of the next generation by making positive contributions to their inheritance. In this spirit, the Governor's Advisory Commission on Latino Affairs was established as the advocate agency for Pennsylvania's Latino citizens.

The Commission focuses on the value of the preservation of Latino cultural integrity as a "Commonwealth treasure."

The Commission represents Latino communities in search for solutions to their particular needs and concerns, and protection of their human and civil rights.

The Commission will promote the well-being of Latinos and will strive towards equal access and equal opportunity in all aspects of community life.

Structure

Commissioners:

Following the establishment of the Commission, Governor Casey solicited recommendations for appointments to the Board of Commissioners. In mid-1989, the Governor appointed 21 commissioners representing the various Latino communities across the Commonwealth and possessing a diversity of expertise valuable in assisting state government in addressing the concerns and needs of Latinos in Pennsylvania, and named Iris Sanchez-Cintron of Bethlehem to the position of chairperson. Each commissioner is appointed to a two year term and may be reappointed.

Staff:

On March 27, 1989, Governor Casey appointed Lillian Escobar-Haskins executive director of the Commission. The initial Commission staff of three consisted of the executive director, an administrative assistant and a clerk typist. The staff was expanded to five when a regional director and administrative assistant were added upon the opening of the Commission's Philadelphia regional office in October, 1989.

Part of Governor Casey's commitment to the Latino leadership was to increase the Commission's budget to open a regional office to serve Philadelphia, where nearly one-half of the Latino population in the Commonwealth resides. This office would provide more direct local service and would allow the Harrisburg office more flexibility in addressing the concerns of the numerous other communities in Pennsylvania with significant Latino populations.

Staff as of April, 1991

Lillian Escobar-Haskins, Executive Director
Gladys Gonzalez, Administrative Assistant
Doris Nieves, Clerk Typist

Regional Office:

Luzselenia Salas, Administrative Assistant

The Commission utilizes interns in a mutually beneficial fashion providing an educational experience, while they supplement the ability of the Commission to carry out its numerous responsibilities and work on special projects. During 1990 the following interns worked with the commission:

Graciela Perales, Dickinson College
Josue Diaz, Lebanon Valley College
Marjorie Faish, State Management Intern

Overview - Latinos In Pennsylvania

As across the United States, in Pennsylvania Latino citizens are the youngest and fastest growing population group. Recent preliminary reports of the U.S. 1990 Census placed the Latino population count at 232,262 in Pennsylvania. Many local Latino communities dispute these figures claiming an undercount of Latinos. They estimate the population at over 300,000. Some communities report the rate of growth of their Latino population as doubling every ten years. The largest of the Latino groups in the Northeastern U.S., including Pennsylvania, is Puerto Rican. Additionally, we find representation from at least twenty other Hispanic countries.

In the early 1980's, Temple University created the Puerto Rican Study Group to assess the demographic and economic status of Pennsylvania's Puerto Rican population. The executive summary of the report the group produced declared:

"Puerto Ricans in Philadelphia are a young and rapidly growing population. Their members increased by 76 percent between 1970 and 1980, and they now comprise 2.8 percent of Philadelphia's population. If present trends continue, they will comprise 5 percent of the population in 1990 and 8 percent by the year 2000. The combined Hispanic population here is now 3.8 percent of the total, and will be about 10 percent of the total by 2,000."

As of 1990, one in eleven Philadelphians is Latino. It is estimated that over 90 percent are Puerto Rican. Current findings indicate that the growth in Philadelphia has increased at a rate much higher than predicted when Temple conducted its study. In real numbers we are speaking of over 90,000 Latinos in Philadelphia alone.

While Philadelphia has the largest Latino community in real numbers, there are other Latino communities across the Commonwealth of a much higher density. Lancaster and Reading are standouts in this respect. It is estimated that Reading's Latino population of approximately 20,000 and Lancaster's population of approximately 15,000 represent one in four residents in each of those communities. In fact, they are communities with some of the highest Latino population densities in Northeastern United States. Not far behind are Allentown (1 in 9) and Bethlehem (1 in 11) with rapid growth rates. Other areas with significant Latino populations include: Erie, Harrisburg, Kennett Square, Norristown, York, Lebanon, Chester and West Chester.

Numerous studies have shown that the motivation for migration is usually employment opportunity. Most Latinos in Pennsylvania will say they moved to the area seeking employment and a better quality of life for their families.

The growth rate of the Latino population in Pennsylvania, with the accompanying language and cultural barriers, has created the type of backlash that has been common to new groups of arrivals to the United States. Often resentment and discrimination have led to crisis situations and denial of the services and resources necessary to the economic, social, political and educational well-being of a community.

The Philadelphia Human Relations Commission hearings in 1990 were a dramatic portrayal of the situation in many Latino communities across the Commonwealth. To sum up the situation in one quote by the PHRC chairperson: "Racism exists."

According to reporter Murray Dubin, in an April, 1990 article in the Philadelphia Inquirer:

"The hearings shined a light on numerous city departments from Housing to Health, and in the courts, prisons, Police Department, District Attorney's Office and schools."

The commissioners, their attorneys and commission staff listened to disquieting stories about city services, bleak employment statis-

tics and city department heads trumpeting all they've done for Latinos or promising to do more in the future.

Said one person affiliated with the Commission who did not want to be identified:

"Even though I knew conditions were bad as it relates to city services and employment for the Latino community the full impact of how bad it was didn't surface until the hearings."

Although conditions for Latinos in Philadelphia are among the worst in the state, the scenario reflects conditions in many other areas and, of special concern, the migrant populations who serve local farmers.

The dismal economic, employment and educational statistics which characterize many emerging Latino communities brought Latino leaders from across the state to meet with Governor Casey to discuss strategies for addressing these concerns. This also lead to the creation of the Governor's Advisory Commission on Latino Affairs.

Commission Meetings And Priorities

The board of commissioners held their first meeting in August, 1989 and thereafter met every two months. In October, 1989 they held a retreat to define their mission and to determine areas of priority concern. In May, 1990 they met with Governor Casey and discussed these concerns. The commissioners identified various needs and voted to focus on the top five priority issues. These issues would be specifically addressed through the formation of committees. These committees would be chaired by commissioners and would be open to other professionals and community members. Committee chairs were appointed by the Commission chairperson. In addition to these, two additional priority committees were formed in response to community directives to address concerns in the areas of Aging and Corrections. The following priority areas and committees were established:

Committee - Chairpersons

Education - Wilfredo Seda / Dr. Raquel Yiengst
Health/Mental Health - Dr. Isolina Marxuach-Rosario
Employment - Vilma Garcia Jones
Economic Development - Guillermo Salas
Housing - Carlos Graupera
Latinos in Prison - Lillian Escobar-Haskins
Aging - Lillian Escobar-Haskins

The following sections of this report, arranged by areas of priority concern, will provide overviews of each issue, a summary of the work of the commissioners, staff and committees in each area and offer a set of recommendations for state policy, programs and legislation to address the identified needs in each category.

Finally, we will comment on the issues of civil rights and civil tensions facing Latinos in the Commonwealth.

It is important to state that the Governor's Advisory Commission on Latino Affairs is prepared to advise and cooperate in the development and implementation of any of the recommendations made in this document.

We also acknowledge the limitation which the existing financial crisis imposes. Therefore, we are also willing to cooperate in seeking untapped resources from the appropriate agency. We believe public-private partnership as well as federal and local resources should be expanded.

The recommendations included in this document include both long term and short term goals. Some can be accomplished in a short period of time, while others can be explored and begun, and continued in the following year.

Issues / Activities / Recommendations

EDUCATION

Overview

The present educational status of Pennsylvania Latino children is unanimously considered to be the most critical and basic concern. The Commission believes the future social, economic and political well being of our communities, and the community-at-large, rests on the state and local school districts' ability to effectively address the educational needs of our children and prepare our youth for the future.

In Pennsylvania, Latinos are at the bottom of the educational ladder with ever increasing drop-out rates, academic underachievement and with very few of our young people going on to higher education.

Many communities across the Commonwealth have doubled and tripled their Latino population between 1980 and 1990. The absence of programs and strategies to address their educational needs and a lack of cultural understanding and acceptance has denied Latinos access to a quality education.

Latino Enrollment in Pennsylvania School Districts Update —December 1990

School District	Total Enrolled	# Latinos	% Latino
Allentown	13,557	3,613	26.6
Bethlehem	12,187	2,320	19.0
Bristol Boro	1,352	216	16.0
Chester County (All)	52,278	1,242	2.4
Kennett Consolidated	2,081	271	13.0
West Chester	9,621	311	3.2
Harrisburg	9,002	963	10.7
Lancaster County (All)	59,921	3,830	6.4
Lancaster City	10,071	3,134	31.1
Lebanon County (All)	17,442	621	3.6
Lebanon City	3,764	472	12.5
Philadelphia	189,451	17,774	9.4
Reading City	11,919	3,994	35.5
York County (All)	49,281	1,143	2.3
York City	6,670	856	12.8

A comprehensive overview of the various areas of concern regarding the education of Latino children is impossible within the limitations of this report. Therefore, the following highlights the issues and concerns the Commission strongly recommends be addressed by educational and governmental systems. The following issues are the basis for the work of the Commission in the area of education.

1. One of the highest drop-out rates in the Commonwealth — 40 percent statewide and over 70 percent in some areas.
2. The disproportionate representation of Latino children in Special Education programs.
3. The disproportionate number of Latino youth tracked into lower academic courses.
4. The lack of effective bilingual education programs. There is a serious lack of understanding of the theory and practice of English as a second language instruction and bilingual education programs.
5. The lack of appropriate certification for teachers of English as a second language or teachers for bilingual education programs.
6. The lack of bilingual/bicultural counseling and psychological services.
7. The lack of Latino professional staff and role models in schools and public agencies.
8. The lack of culturally syntonic staff development programs for non-Latinos.
9. The underrepresentation of Pennsylvania Latino students in higher education.
10. The lack of effective vocational and technical training of Latinos.
11. The lack of community and parental involvement in the schools.

Activities

For over 23 years, advocates of Latino educational issues have attempted to affect policy within the Department of Education. More recently, among the meetings held during 1989-1990, the Education Committee of the Commission met with the previous Education Secretary Thomas Gilhool and current Secretary Donald Carroll, regarding our educational concerns and recommendations which are outlined in this section.

The Education Committee also met with Chancellor McCormick of the State System of Higher Education to initiate dialogue regarding the recruitment and retention of Latino Students within the state system. The Committee will continue to work with the chancellor's office and specifically with state universities located near Latino communities.

The Commission participates on two committees of the Pennsylvania Academy for the Profession of Teaching. The Commission's executive director and Commissioner Myrna Delgado serve on the Latino Advisory Committee which focuses on the improvement of teacher education programs, urban education and the encouragement of new initiatives in Latino education through a special grants program. The executive director also works with the Urban Education Annual Conference Planning Committee. Additionally, the Commission serves in an ongoing advisory capacity as needed.

The Commission submitted resumes for consideration for appointments to the State Board of Education, the Professional Standards and Practices Commission and other key policy making bodies in the Department of Education.

Some movement has been made by the Department of Education towards addressing Latino concerns. The Secretary appointed a Latina as his special assistant. In addition, two other Latinos were hired to key positions in the areas of pupil services and special education. These new Latino personnel have been working with the education committee and serve as resources to the Commission.

There are significant areas of concern that form the basis for the focus of the work of the Education Committee in 1991.

Recommendations

1. The establishment of a regulation which requires bilingual education for Latino students. The standards for a comprehensive bilingual education program and English as a second language instruction must be included in the Curriculum Regulations of the State Board of Education (Title 22, Chapter 5, School Code). A comprehensive bilingual education program provides instruction in the native language and assures cognitive academic development while simultaneously developing English language skills.
2. The development and establishment of state guidelines for effective ESL/Bilingual programs including certification for appropriate bilingual/bicultural personnel.
3. The establishment of Pennsylvania certification for bilingual education teachers and English as a second language teachers. Certification or endorsements should also be established for other bilingual school personnel.
4. The establishment of a Bureau or Division for Latino Education within the Department of Education.
5. Latino representation on policy boards, commissions and committees within the Department of Education.
6. The appointment of additional qualified bilingual/bicultural professionals in key policy-making positions within the Department of Education. These professionals must be knowledgeable of Latino educational issues and practices.
7. The development of an action plan which outlines a policy for the recruitment and retention of Latino students in higher education.
8. The restructuring of teacher education programs in Pennsylvania colleges and universities to more effectively train teachers to educate urban and culturally diverse student populations.
9. The development of an action plan for the recruitment and retention of bilingual/bicultural instructional staff in school districts with Latino students.
10. The development of state guidelines which outline school district responsibilities in providing bilingual/bicultural guidance counselors, school psychologists, special education teachers and vo-tech staff to meet the needs of Latino students.
11. The development of a bilingual parental education awareness campaign utilizing all available Spanish language media programs and publications.

EMPLOYMENT

Overview

The Commission views addressing the issue of employment from several perspectives requiring the involvement of various segments of state government including the Department of Labor and Industry, Civil Service Commission, Bureau of Affirmative Action/Contract Compliance, Division of State Employment and the Department of Public Welfare. The key issues to be addressed are the provision of employment and training services, and affirmative action initiatives within state government.

A review of the 1990 Governor's Annual Workforce Report indicates Latinos represent less than 0.5 percent of those employed by the state while they represent over 2.5 percent of the general population. The overwhelming majority of these employees are in clerical and unskilled positions. Professionals are a small percentage of this group.

State Job Services programs are largely underutilized by Latinos seeking employment. There is no uniform outreach effort by Job Centers and in various communities lack of transportation or access to public transportation is a barrier to obtaining services.

Activities

The employment committee provided a forum for discussion and the problem-solving efforts of Latino community based organizations and state government.

The Commission established a positive and productive relationship with the Department of Labor and Industry due to the responsiveness of Secretary Harris Wofford to Commission concerns. Three significant meetings took place with the Secretary.

March 23, 1990, in Lancaster, Commission executive director Escobar-Haskins and Secretary Wofford met with members of the Hispanic Center and Latino community leaders to discuss their relationship with the local job center and to comment on other Labor and Industry related issues.

March 29, 1990, Secretary Wofford attended the commissioner's regular meeting. The Job Service centers and other key issues were discussed. The perspectives of various Latino communities were shared and there was a general consensus that Job Centers were not effectively addressing Latino employment.

On May 10, 1990 the Commission's Employment Committee, in a follow-up meeting, met with Secretary Wofford and members of his staff. Secretary Wofford informed the committee he had established a Latino Task Force within the Department of Labor and Industry to specifically analyze and make recommendations regarding what needed to occur to have Job Centers/Job Services programs better serve the Latino community. Additionally, they would conduct an overall assessment of all Labor and Industry programs for their effectiveness in addressing the needs of Latinos.

Soon after, it was announced that Maritza Roberts, a Latina and professional employee within the Department of Labor and Industry, was appointed to head the recently formed task force and given the responsibility of addressing Latino concerns. Ms. Roberts became a member of the Commission's Employment Committee and functions in a liaison role.

The Latino Commission Employment Committee, in targeting its efforts, conducted a survey of community based organizations on the critical concerns and obstacles facing Latinos seeking employment. Some of the key findings were:

A. Private Industry

Obstacles: Racism/prejudice; lack of contacts and credentials, language barrier/accent, little to no access of hidden job market; lack career mobility, lack of on the job training, lack of transportation, few permanent positions, companies utilizing temporary agencies.

Recommendations: Access to job listings, affirmative action enforcement, cultural sensitivity training/orientation for all employees, training programs to increase opportunities for mobility, more active recruitment of minorities.

B. Federal, State, Local Government

Obstacles: Civil Service testing problematic due to language and/or cultural bias, foreign credentials often treated as unacceptable, Latinos have weak or no political network, racism/prejudice, lost or misplaced paperwork.

Recommendations: Stricter enforcement of affirmative action policies; improved on-the-job training, voter registration/increased political activity, provisional status for job applicants fulfilling job requirements with experience but with borderline test scores, civil service or a subcontractee offer classes on test taking skills, better recruitment efforts targeting Latinos.

C. Service Industry

Obstacles: Racism/prejudice, stuck in menial job-no mobility, too few Latino owned businesses, lack of training, language barrier, employers fear of federal employer.

Recommendations: On the job training; more Latino owned businesses; repeal employer sanctions.

The Commission has worked closely with the Division of State Employment and the Bureau of Affirmative Action/Contract Compliance in helping target job fairs to Latino communities. The Division of State Employment sends the Commission a monthly report of Latino referrals and the outcomes of those referrals.

The Commission established a collaborative relationship with the State Civil Service System and their Minority Recruitment program. The personnel involved with minority recruitment is in touch with Latino organizations to promote state civil service employment for Latinos. Mr. Ramon Bonhomne Rodriguez, personnel analyst with the State Civil Service Commission, has joined the Commission's Employment Committee. He has been most helpful assisting Latino referrals in their understanding of the Civil Service process and in keeping the Commission appraised of openings.

In collaboration with the Civil Service Commission, Bureau of Affirmative Action and the Division of State Employment the Governor's Advisory Commission on Latino Affairs:

- Sponsored two statewide seminars for Latino community based organizations and professionals on non-civil service and civil service job opportunities within state government.
- Served on a State Job Fair Task Force. Commission staff provided technical assistance in the planning and implementation of state job fairs targeted to the recruitment of state employment. Job Fairs were held in Philadelphia, Norristown, Harrisburg, York and Lancaster.

Recommendations

1. Provide training and technical assistance to Latino community based organization directors and employment personnel on the specific programs and services of state government. This will assist them in helping clients with employment, training and including related issues such as employment security, workman's compensation and accessing funding available to non-profits providing employment and training services .
2. Implement guidelines to provide cross-cultural training of personnel at all levels who impact direct service delivery and the hiring and retention of Latino employees.
3. Hire bilingual/bicultural personnel in all agencies providing services to Latino communities.
4. Incorporate of Latinos into the state government system from the top down rather than from the bottom up for a more effective Affirmative Action program.
5. Institute a follow-up system in the Bureau of Affirmative Action, to review the rejection of Latino applicants for state employment by those involved in the classifying, interviewing and hiring process.
6. Review and analyze hires of Latinos referrals as reported by the Division of State Employment.
7. Seek legislative revision of the Civil Service system, which tends to be a roadblock to affirmative action. The Commission shall seek to promote legislation which will develop a more equitable system.

HEALTH/MENTAL HEALTH

Overview

Today, most Americans enjoy a longer and healthier life. Unfortunately, Latino populations continue to experience health disparities which undermines the progress made in the medical and technological fields. A majority of Latino citizens are economically considered the "working poor" in low-income manufacturing and service jobs. They have limited or no health insurance coverage and no alternative means of financing health care services. Access to care is also difficult because the hours of operation for traditional health care providers are during regular work hours and, therefore, pose a threat to job security for many Latinos. This contributes to fragmented preventive health care and the resulting excessive use of emergency medical services.

While the health and mental health problems affecting Latino communities are numerous, due to the high risk status of much of this population, the following three priority areas should be emphasized:

Drugs/Alcohol Abuse and AIDS

There is a consensus that abuse of alcohol and other drugs is the primary health problem experienced by Latinos in the Commonwealth. Alcohol and other drugs adversely impact on the individual, family and community and significantly increases the risk of contracting the HIV virus and Aquired Immune Deficiency Syndrome (AIDS). At the present time, monolingual Spanish-speaking Latinos requiring drug and alcohol services, other than long term inpatient treatment, must be referred outside the Commonwealth. There are no linguistically nor culturally appropriate programs for Latina mothers and their children, nor for victims of AIDS.

The increase of AIDS among Latinos presents a serious menace to the health and well-being of the community. From the Latino baby born with congenital HIV, to the dramatic increase in AIDS among the Latino prison population, the magnitude of the problem is severe and growing.

Migrant Health

Latinos constitute over 70 percent of the seasonal and migrant farmworkers in Pennsylvania. These workers contribute enormously to the economy of many local communities.

Despite this fact, migrant workers often live under substandard conditions, with limited accessibility to health care services and little or no insurance coverage.

Mental Health

The lack of appropriate mental health services is a major contributing factor to suboptimal health for Latinos in Pennsylvania. Individuals who are most isolated from the mainstream of society are also least likely to possess the coping skills and resources necessary to offset the detrimental effects of the persistent strain and stresses resulting from marginality, poverty, social disorganization and personal dysfunction.

Violence, too, continues to grow within this community, while access to culturally sensitive counseling, especially for women and children who are the victims of physical and sexual assault, is virtually non-existent.

In these three priority areas of needs as well as in other high risk areas, language and cultural differences between health care providers and Latinos impact negatively upon the utilization, adequacy and effectiveness of medical, health and mental health services. In addition, societal, environmental and other cultural factors place the Latino population in a position where preventive health messages and educational measures hardly ever reach this disempowered group.

Therefore, some of the most pressing needs in the provision of health care and mental health services to Latinos in Pennsylvania are:

- The lack of bilingual/bicultural personnel and resources;
- The need to expand culturally competent and linguistically relevant health care services such as counseling and rehabilitation for alcohol and other drug abuse, HIV/AIDS testing and partner notification services;
- The development of mental health programs and services for Latinos;
- The establishment of relevant medical and mental health education/prevention outreach programs for Latinos;
- The need for community empowerment - assisting Latino communities to define and solve their critical health concerns through the development of community appropriate medical and mental health programs;
- Flexible time schedules for clinics;
- The need to expedite transportation to clinics and/or provision of mobile medical clinics;
- The development of alternatives for health care financing, and
- Training for health and human services providers, as well as state employees, on cross-cultural competency and multi-cultural cognizance.

Activities

The Commission has played a supportive role in working very closely with the Department of Health in various initiatives impacting Latino health issues. The appointment of a Special Assistant on Latino Concerns, Dr. Isolina Marxuach-Rosario, significantly influenced the direction of programs and policy in the Department. Dr. Rosario also chairs the Commission's Health/Mental Health Committee. The Department of Health started programs that, if continued, can facilitate provision of health services in a more effective and relevant manner.

The Commission collaborated with the Department of Health in the following:

Latino AIDS Outreach

The development of four education and prevention programs initiated in Harrisburg, Lancaster, Reading and Bethlehem. These programs have successfully established partnerships with the local AIDS projects and Health District Offices in these areas.

Statewide Drug and Alcohol Treatment Latino Leaders Task Force

This group was organized to help the Department of Health's Office of Drug and Alcohol Programs (ODAP) establish a needs priority profile targeting Pennsylvania communities with a large percentage of Latino citizens.

Minority Health Advisory Committee

The Commission executive director served on this committee established by Dr. Mark Richards, Secretary of Health. It included statewide, cross-cultural and trandisciplinary representation. It was staffed by the Department's special assistant on Latino concerns, and chaired by the deputy secretary for public health programs.

In November, 1990 the Committee drafted and submitted preliminary recommendations to the Secretary on ways to effectively address some of the major health gaps in minority populations including access, service provision and utilization. The Committee viewed sub-optimal health and excess morbidity and mortality in minority communities as not simply a result of inadequate access to technical health care. Therefore it took into consideration dehumanizing issues such as racism, sexism, social class, discrimination, materialism and political disenfranchisement.

In addition to those activities in which the Commission was directly involved, the Department of Health conducted the following:

- Fifteen Pennsylvania communities were identified and targeted for the establishment of drug and alcohol initiatives. These communities were assisted in getting organized around their common concerns in drug prevention, education

and treatment, and encouraged to submit linguistically and culturally syntonic program proposals. Programs selected for funding will be staffed by bilingual and bicultural personnel.

- Hogar Crea International Inc. received Capital Investment funds to develop an additional 12 beds for its residential drug treatment program in Lancaster.
- Open communications were initiated between the Pennsylvania Secretary of Health and the Chief of Services for Public Health Programs in Michoacan, Mexico where the majority of Latino migrant workers in the state come from. The Department of Health's Special Assistant has initiated the coordination of an interstate link which will address migrant health needs of these transient workers in Pennsylvania.
- The Immigration and Reform and Control Act (IRCA) of 1986 established grants for public assistance, public health assistance and educational services to eligible legalized aliens in the state. The office of the special assistant initiated a request for these funds to provide capitalization for several programs in areas where the highest percentage of newly legalized aliens work or reside. Three communities were targeted: Kennett Square, Gettysburg and Reading.
- An initiative was begun with the American Cancer Society to develop a joint project directed toward serving the Latino community.
- The Secretary of Health wrote a letter to major hospitals encouraging them to hire bilingual, bicultural health professionals, and to institute training and discussions for current staff so that they can improve the effectiveness of their services to Latinos.
- The Department of Health has promoted a professional Latina to the Bureau of AIDS in the Education and Training Division, and hired a Latino psychologist in the Long Term Care Division of the Bureau of Quality Assurance.
- An AIDS outreach program and an HIV testing site with follow-up counseling for Latinos was established at Projecto Salud in Kennett Square/West Chester.

The Commission commends and urges the continuance of such initiatives. Pathways to greater awareness of Latino health needs through the hiring of Latino staff persons, the establishment of multi-cultural sensitivity training, and policy changes within the Department of Health will continue to lead to progress in reducing the health disparities between Latinos and non-Latinos in the Commonwealth.

Following the formation of the Commission's Health/Mental Health Committee early in 1990, the Committee decided to subdivide its enormous task into four subcommittees, which met monthly to address specific areas of concern. Each subcommittee is chaired by a Latino health or mental health professional. The statewide committee continues to meet every three months and, thus far, over 80 health and mental health leaders have participated.

Health/Mental Health sub-committees and chairpersons are:

HIV/AIDS and Substance Abuse-
Waldemar Ruiz,
Carmen Paris, Richard Dorsam

Mental Health/Mental Retardation-
Dr. John N. Laguna

Maternal/Infant Care-
Aida Garcia, Carmita Guzman

Primary Health Care Services-
Patricia Chila, Maria Frontera

To improve quality health and mental health services to Latinos, the sub-committees are presently working on:

- The Department of Health's Statewide AIDS Media Campaign;
- The development of drug and alcohol

prevention and treatment programs for Latinos;

- Latino Mental Health Awareness Day at local Hospitals;
- The D/ART (Depression/Awareness, Recognition, and Treatment) Campaign, and
- The Building Bridges with Hospitals initiative.

Additionally, the full committee is assisting the departments of Health and Public Welfare in establishing health and mental health priorities for Latinos in Pennsylvania.

Despite these impressive first steps, reaching out to the Latino community to effectively address its unique health needs requires continued, uninterrupted government commitment, additional changes in public policy and the allocation of fiscal and human resources.

Recommendations

1. The Office of Drug and Alcohol Programs (ODAP) should seek to develop a continuum of care for Latinos in Pennsylvania. This should include the establishment of bilingual/bicultural outpatient, detox, halfway house and short term regional programs and treatment facilities; the creation of an inpatient program for Latinas and their children; the coordination of outreach drug and alcohol initiatives for Latinos throughout the state, and the establishment of ODAP training for Latino D/A workers to assure they meet drug and alcohol licensing requirements.
2. The use of Latino expertise to assure the statewide AIDS campaign reaches the heart of the Latino community with culturally and linguistically appropriate messages. The establishment of a Department of Health initiative to address AIDS needs and to facilitate training in AIDS prevention within the Latino population.
3. The development of a Public Health Initiative to address the most serious gaps in services:
   - The immunization of Latino children. According to recent article in the *Philadelphia Inquirer*, 70 percent of the Latino children of Philadelphia lack immunization vaccinations;
   - Maternal and child services for Latinos, and
   - Health promotion - disease prevention efforts targeted to Latinos in the areas of cancer, cardiovascular disease, diabetes, lead poisoning and maternal and infant mortality.
4. The creation of bilingual mental health clinics and services with the input of their communities, using models which are culturally relevant.
5. The formation of local Latino task forces to work with hospitals in their area, to ensure adequate services to Spanish-speaking patients.
6. The appointment of Latino representatives to all Department of Health and Mental Health boards. Departments without advisory boards could identify a Latino professional to advise them on the development of programs and policy to address Latino needs.
7. Department of Health and Mental Health training for staff and service providers on cultural competency.
8. The establishment of Departmental policy that will assure appropriate care services, directly or through contracts, to Latinos throughout the Commonwealth.
9. The appointment of a Special Assistant to the Secretary of Welfare to impact programs and policies within the DPW, especially in the area of Mental Health.

ECONOMIC DEVELOPMENT

Overview

Community based economic development concentrates on the development of neighborhood community institutions which pool resources and talents to create jobs, income, managerial and ownership opportunities. It is an effort to use proven business methods and organization to provide economic and social benefits to severely distressed neighborhoods and pockets of poverty.

Community based economics derives from a central organizing principle that community control of the redevelopment process is effective in directing the benefits of the process to neighborhood residents. Experience over the past fifteen years has made it clearly evident that many of the most creative and successful approaches to community revitalization and stabilization have come from the residents themselves. From this principle of community accountability, the overall objectives of this institutional model include:

- the development of business and economic institutions which increase the income of community residents;
- provision of more and better employment opportunities both inside and outside the community;
- participation in the ownership and management of firms and institutions by the residents of communities in which they are located;
- the development of more skilled human and technical resources than are presently available in low-income communities, and
- the development of economic, social and political institutions the community can view with pride and which are responsive to its collective wishes.

Activities

Addressing the economic development needs of the Latino community from the state government perspective involves various key departments with special emphasis on the programs of the Department of Commerce and the Department of General Services. The Commission hopes to see the number of Latino owned businesses in Pennylvania increase, as well as having state government make more use of existing Latinos businesses in the awarding of state contracts.

The Commission's Economic Development Committee focused much of its efforts in exploring economic development opportunities through Department of Commerce programs. Among the meetings held during 1990; the Committee met with Secretary of Commerce Raymond Christman, key Department of Commerce staff and Brenda Mitchell, the Governor's Special Assistant on Commerce, to discuss existing programs and resources.

In follow-up to our meeting, Secretary Christman forwarded a letter to the Commission indicating:

- A commitment to making Commerce programs more accessible to Latino communities.
- A request to the Pennsylvania Minority Business Development Authority (PMBDA) for approval to engage a firm to translate the PMBDA application and related materials into Spanish, asking the Commission's assistance in reviewing proposals and awarding the contract.
- A commitment to a more vigorous outreach program into Latino communities.
- A commitment to bringing on more personnel with a Latino background.
- A willingness to discuss with the Commission specific proposals including a possible demonstration project specific to economic development within Latino communities.
- An effort to pursue international relations with Latin American countries to develop and improve trade between Pennsylvania and those nations.
- An open invitation to submit the names of Latinos as candidates for vacancies on boards and commissions within the Department.
- A directive to the director of the Office of

Enterprise Development and executive director of PMBDA to follow up on these and other matters and to stay in touch with the Commission.

The Commission requested assistance from Commerce with help in coordinating other economic development information and services throughout the Commonwealth. Representatives from agencies such as Office of Minority Women and Business Enterprise, PennDOT, Human Relations Commission and the Office of Affirmative Action might be periodically convened by Commerce for discussion and information sharing. In doing so, the Commission members may better present to the Latino community a holistic view of state government and its benefits to Latinos.

The Commission will form a small task force to review appropriate micro enterprise business development program models and present a proposal to the Commerce Department for funding. The Commission requested participation by Commerce/PMBDA in program review and proposal development.

The Commission submitted various resumes of Latino professionals with business/economic development backgrounds for consideration by PMBDA for nomination to their board.

The Commission executive director met with Department of General Services Secretary David Jannetta and the executive director of the Minority and Women's Business Development program to discuss outreach efforts to Latino businesses and service providers to promote their qualifying to bid for state contracts.

Recommendations

1. The departments involved in economic development activities should conduct an analysis of all programs occur with the express intent of hiring bilingual/bicultural professionals in key policy-making positions and making Latino appointments to boards and commissions.

2. Much of the economic activity and jobs in Latino communities are fostered by small businesses. The bulk of Latino businesses are clustered in the retail/service category. The only Commonwealth economic development program serving this segment is the Pennsylvania Minority Business Development Authority (PMBDA). PMBDA has generally been underutilized by Latinos.

   For more effective outreach, the Commission recommends that PMBDA increase their marketing effectiveness in Latino communities; translate their marketing materials; appoint a Latino/Latina to their board of directors, and improve the technical assistance component to include an educational component with Latino service providers.

3. The Latino community has limited resources; many residents live below the poverty level. "Developing banking" has proven to be a vehicle through which low-income people can have access to debt capital and thus position themselves to improve their socio-economic status.

   There have been highly successful and proven models of "micro economic lending" or development banking which the Ford Foundation has helped to sponsor. The Commission is recommending that further research be done on development banking models and capitalization for demonstration projects targeting Latino communities.

HOUSING

Overview

Many Latino communities, along with other urban population groups, are facing a crisis in the area of housing. Affordable housing for the majority of low and moderate income Latinos is more of an impossibility with each passing day.

The housing crisis for Latinos means overcrowding. Families are doubling and tripling up to be able to make rental payments. Poor housing patterns adversely impact our young people. The high number of tenants vs. homeowners among Latinos creates weak and unstable neighborhoods in our cities. In particular, the lack of adequate housing impacts negatively on the educational and social development of our youth. There is an urgent need to dramatically change the traditional housing patterns of Latinos.

A proactive strategy must be developed to address the housing needs of Latino citizens which would:

- Create a sense of both community and individual ownership;
- Assist community based organizations to develop into housing advocates and providers;
- Turn the tide from tenant to owner status

The role of state government in this endeavor is crucial. Latino communities need the assistance of state government in organizing and developing the mechanisms necessary for local housing development programs by Latino community based organizations.

State government plays an essential role in the development and empowerment of Latino communities through it's resources and advocacy. Long isolated and polarized due to linguistic and cultural barriers, multiple socio-economic problems, few innate resources, Latino communities have lacked the substantives support of public and private institutions for their social, economic and political agendas.

Advocacy by the Commonwealth on behalf of efforts by Latino community based organizations to implement housing programs will assist Latino communities seeking serious consideration by the private sector, lending institutions, and municipal and county governments. Despite the dire need, in most of our urban areas, Latinos have been unable to even commence a serious community-wide housing initiative.

Activities

The housing committee met three times during 1990 and sponsored a statewide seminar entitled "Housing Development in the Barrio". This seminar brought together various segments of state government involved in housing, as well as representatives from lending institutions and various funding sources, and highlighted housing development projects in three communities by Latino community based organizations. This seminar provided basic information to Latino community based organizations on doing housing development. It also provided a forum to voice and discuss the obstacles being faced by Latinos in attempting to do housing development.

Philadelphia

The commission has met with various community based organizations to discuss local housing needs and needed program funding. The commission executive director and Thomas Foley, special assistant to the governor, along with Commissioner and State Representative Ralph Acosta, and staff of the Norris Square Senior Center toured a local neighborhood and found deplorable living conditions, especially for senior citizens.

The Commission executive director participated in a local meeting in Philadelphia on housing conditions in Latino neighborhoods requested by Representative Acosta. In attendance were Latino community members and professionals, Secretary of Community Affairs Karen Miller, Secretary of Labor and Industry

Harris Wofford, and Special Assistant Thomas Foley. Community members complained of deplorable housing conditions and claimed there was discrimination in the city's distribution of funding. They stated that despite the critical need, disproportionately low housing funding was received in primarily Latino neighborhoods. The Latino community requested more direct access to housing funds, since now all state monies go to city government for distribution.

In April, 1990, hearings were held by Philadelphia Human Relations Commission on behalf of the Latino community to investigate to charges of discrimination by city departments from housing to health and human services, the legal system, and schools. Their findings supported the Latino claims of gross discrimination.

Recommendations

1. The Department of Community Affairs should take the lead in bringing Latino community based organizations into the development of its overall state housing strategy.
2. Technical assistance and initial funding should be provided to Latino organizations wishing to undertake housing program initiatives. Existing Latino housing development efforts should be supported and enhanced. Successful models should be documented.
3. Funding to Latino organizations should include the hiring of housing specialists with experience in grassroots housing development efforts. Without the resources for bringing professional expertise and skills, many Latino organizations may drift for years in an effort to develop the knowledge base necessary to run effective and efficient housing efforts. The Department of Community Affairs' Peer to Peer Program should contract Latino professionals in successful Latino community based housing programs to provide technical assistance to inexperienced organizations.
4. Model home ownership programs should be established for Latino community based organizations to administer in an effort to significantly alter housing patterns.
5. The Department of Community Affairs should conduct an analysis of all programs with the express intent of hiring Latino bilingual/bicultural personnel in key policy making positions to provide overall direction in having the department effectively address the growing needs of the expanding Latino population in the commonwealth.

AGING

Overview

The Latino elderly, currently a small proportion of the population in comparison with mainstream ratios, is growing rapidly. It is estimated that by the year 2015, the number of Latino seniors will have quadrupled and by 2030 they will be seven times their current size. This population has been generally ignored by many federal and other governmental agencies and by most major advocacy organizations. Yet most of the data available point to Latino elderly as a high risk group, facing disproportionate rate of poverty, poor health and frailty.

The Commonwealth Fund Commission on Elderly People Living Alone, composed of national leaders and experts in health policy and aging, in September 1989 released the results of a national survey yielding valuable information on the economic, health and social status of Latino Elderly.

According to the Report:

"Elderly Hispanic Americans generally are not sharing in the economic prosperity enjoyed by other elderly Americans. Many struggle to make ends meet on less than $104 a week. Serious health problems and physical impairments compromise an independent lifestyle. Families are a major source of support, but long-term care inflicts enormous financial and emotional burdens on family caregivers. A large proportion of Hispanic elderly speak Spanish only, and the overwhelming majority have an eighth grade education or less, often limiting them throughout their lifetimes to low paying jobs and inadequate health insurance and pension benefits.

...Despite having worked for most of their lives, Many Hispanics find themselves in old age without the means to maintain their independence. Elderly Hispanics experience a poverty rate nearly twice that of all elderly. They are less likely to receive income from Social Security, private pensions, or current employment....

In addition to being in poorer health and using more acute care services, elderly Hispanics show a greater need for long term care services..."

In addition to the overview of Latinos as a group, the fact that Latino elderly are not a homogeneous group was considered. Therefore, the survey also examined differences among Latinos using the three largest populations (Mexican-Americans, Puerto Ricans and Cuban Americans) and summarized the other Latino groups under "other".

In most Pennsylvania Latino communities, Puerto Ricans are the overwhelming majority. It is estimated that the next largest group are Mexican-American, especially among migrants in the Commonwealth. According to this survey, the following are key characteristics of Puerto Rican, Mexican American and Cuban American elderly:

	Puerto Rican	Mexican American	Cuban American
Born in Continental U.S.	2%	58%	2%
Arrived Cont. U.S. Age 45+	23%	20%	70%
8th Grade Educ. or less	77%	75%	57%
Speak Spanish Only	37%	32%	57%
Fair or Poor Health	63%	54%	46%

In comparing these three major Latino subgroups the report states that on several economic measures of well-being, elderly Puerto Ricans fare less wll than elderly Cuban Americans but better than Mexican Americans. This is true of their rate of poverty, receipt of pensions, Social Security, SSI and coverage by Medicaid and Medicare. Cuban Americans are better off financially and are more likely to have worked in professional, managerial or proprietary jobs.

The report also states: "Puerto Ricans appear on many indicators to be in poorer health than either of the other subgroups...are also more likely to use acute medical care services....In addition, elderly Puerto Ricans seem to experience greater difficulty with basic self-care and household management activities."

In summary the report stated the survey showed that elderly Latinos are disproportionately poor and more likely to be in worse health and functional status that members of the elderly population in general. The following is a comparison of serious problems experienced by Hispanic elderly and all elderly according to the survey.

Nutrition

The Latino elderly should have culturally traditional meals prepared by bilingual/bicultural food services technicians. Those elderly persons who must have their meals prepared for them should not be subjected to drastic dietary changes. The Latino elderly often experience much difficulty adapting to such changes, at times foregoing meals because non-Latino food service personnel cannot, nor are inclined to, prepare traditional Latino dishes. Every effort should be made to take into consideration strong cultural penchants as the meal is the primary factor for maintaining health and strength.

Transportation

We cannot offer services to the elderly in general without taking into consideration their transportation needs. Most need this assistance to keep medical appointments, to conduct shopping chores, for church services and other appointments. For the Latino elderly living alone, or unable to access transportation, they systematically become shut-ins whose health quickly deteriorates.

	Hispanic Elderly	All Elderly
Not having enough money	41%	14%
Feeling Lonely	24%	7%
Too Many Medical Bills	32%	17%
Depend on Others Too Much	30%	6%
Taking Care of Sick Spouse	20%	5%

In addition to the findings of this critical report the Commssion would like to highlight some additional issues in considering the needs of Latino Aging.

Health

The ability to provide quality health care is limited due to the lack of bilingual/bicultural staff such as doctors, nurses, social workers and other medical staff workers.

Home Bound

The Latino elderly who are home-bound are the most vulnerable of all. Many have virtually no communication with the outside world unless the local community-based center is aware of them and can provide some assistance for their needs. There is a genuine need for bilingual/bicultural nurses, nurses' aides, therapists, traditional meal services and many other sundry services.

Activities

The Commission's Aging Committee was organized and began its work in the latter part of 1990. It was determined at the outset that the committee would establish a working relationship with the Department of Aging, possibly serving in an advisory capacity on Latino elderly concerns in Pennsylvania communities.

The committee began it's work by reviewing the Department of Aging 1991-93 State Plan. Comments on the plan and suggestions specific to Latino aging will be summarized and presented to the Secretary of the Department of Aging.

Recommendations

1. Additional Latino community based organizations should be funded to provide senior center services in their local communities. Technical assistance should be contracted from existing successful community based Latino senior centers. With adequate technical assistance and funding, these community based organizations can provide bilingual/bicultural staff and environment, culturally appropriate activities and traditional diets and transportation to and from community centers.
2. Governmental funds be distributed to health care service providers serving Latino communities with the condition that bilingual/bicultural staff be hired to effectively counsel, treat and provide aid to our elderly citizens.
3. An analysis of programs within the Department of Aging with the express intent of hiring of bilingual/bicultural personnel in key policy making positions.
4. The placement of at least two Latinos on the Department of Aging Advisory Council. These persons should have some experience with Latino Aging concerns. They should represent the Philadelphia Latino community and one of the other midsize Latino communities in the Commonwealth.

CORRECTIONS

Overview

Until recently Latinos in state correctional institutions were an invisible population. In an 1989 publication of the American Correctional Association, a chart giving the ethnic/racial breakdown of the prison population by state showed no Latinos in Pennsylvania correctional institutions as of June 30, 1988. The same was true of the 1989 Corrections Yearbook published by the Criminal Justice institute, in a chart showing the gender and ethnicity by state as of January, 1989. It would appear that a contributing factor was the fact that in state correctional institutions, Latinos were not categorized under the category Hispanic but were categorized under the racial categories of White or Black.

The issue of being placed in a specific racial category is a difficult one for many Latinos who are of mixed racial heritage. In addition to this conflict, which could divide members of the same family strictly by outward appearance, categorizing Latinos according to the Black and White racial groups ignores the cultural and language issues which must be taken in consideration in working with this group in an institutional setting.

Without specific statistical data, the work of the Commission has been focused on the anecdotal data received by the more than 30 persons who participated in the Commission's Latinos in Prison Task Force. These concerns focused primarily around the cultural isolation and language barriers that form obstacles which prevent many Latinos from accessing institutional services available to other inmates.

Major areas of concern regarding equitable access and availability of professional services to English language-limited Latino inmates include:

- Educational opportunities: English as a Second Language (ESL) classes, preparation for GED, library services;
- Health/Mental Health Services: Issues of confidentiality and quality of services makes use of other inmates as translators unacceptable;
- Access to the Courts/First Amendment Rights: Access to the benefits of the law library, and
- Staffing at all levels including bilingual/bicultural staff for the appropriate classification of new inmates, counselors, correctional officers.

Activities

The Latinos in Prison Task Force came together in the latter part of 1989 and met throughout 1990. It formulated a list of key issues and concerns which were presented to the Department of Corrections. The difficulties faced by this department during 1990 and the transition in leadership delayed the work of the Task Force since it was dependent on the response of the Department to its concerns. The Commission executive director followed up with the Latinos in Prison Task Force concerns with meetings with the former commissioner, acting commissioner and subsequently the current commissioner of corrections, Joseph D. Lehman.

On November 5, 1990, Commissioner Lehman met with the Latinos in Prison Task Force to discuss community issues and concerns. Several specific requests were made by Task Force members.

1. The appropriate classification and enumeration of Latino prisoners with the goal of receiving demographic data on the actual numbers of Latino in state prisons. The current classification of Black and White had not allowed for adequate identification of Latino prisoners.
2. Allowing ad hoc groups of 3-5 members of the Latinos in Prison Task Force to visit the state prisons to informally survey existing educational, cultural, therapeutic and other resources for the Latino inmate. The purpose shall be to work collaboratively with the Department of Corrections to

seek solutions to address the needs of Latino inmates.

3. A commitment by the Commissioner to proactively recruit Latino professionals for the Department, especially at a policy making administrative level.

4. Cultural training for corrections personnel at all levels. The Latinos in Prison Task Force has agreed to serve as consultants in the development of this training.

Commissioner Lehman was most attentive to Task Force concerns. He subsequently responded with the following:

1. He requested that the Department of Corrections data processing section create a category of "Hispanic" under the demographic heading of race. This will allow the accurate classification of new admissions. Current inmates will be given the opportunity to change their Race category and requested the commission help "get the word out" and encourage Latino inmates to reclassify themselves.

2. Schedules will be established for tours of facilities.

3. While the current budget crisis may restrict hiring additional administrative personnel at this time, he would like assistance in recruiting local Latino personnel in various geographic regions.

4. He has asked that the Department's Equal Opportunity Specialist and the Director of Training review all cultural diversity training presently offered, meet with the Commission, and make recommendations on additions or changes.

In addition to the work of the Commission's Latinos in Prison Task Force, the Commission met and communicated with the Latin American Cultural Exchange Organization (LACEO) organized and run by Latino and other inmates concerned with the promotion of education, training, cultural activities and other services to Latino inmates at Graterford State Correctional Institution. This organization provides a Latino inmate perspective to the corrections issues being addressed by the Commission. In 1989 and 1990, Commission staff attended the annual banquet sponsored by LACEO for family members, community leaders and officials.

Recommendations

First and foremost, the Commission strongly endorses the recommendations of "The Report of the Governor's Interdepartmental Task Force on Corrections" published on October 21, 1987. Taking into consideration the language and cultural needs of many Latino inmates, the excellent recommendations in this report would play a significant part in addressing concerns about the conditions and status of Latino inmates. In addition to this report we recommend:

1. An accurate enumeration of the Latino inmate population and an assessment of the levels of English language fluency.

2. In education:
   - Assess educational levels/need for ESL classes
   - Assess percentage enrolled in educational programs
   - Provide certified teachers for ESL classes
   - Employment of a bilingual/bicultural school psychologist to determine and provide for special education needs
   - Provide bilingual books, newspapers, periodicals, audiovisuals

3. In providing health and mental health services, bilingual/bicultural health care and mental health professionals should be employed. At the very least a professionally trained bilingual/bicultural health care professional translator should be at each facility with Latino inmates. We urge that inmate translators not be considered as viable alternatives.

4. The placement of Latino's on policy making boards and committees within the Department of Corrections.

5. A review of civil service job descriptions and requirements for specific positions and the use of special certification in getting bilingual/bicultural personnel. The use of qualified bilingual/bicultural paraprofessionals that can developed through structured training programs.

6. An evaluation of the Department and all facilities with the express intent of hiring bilingual/bicultural personnel into key policy-making positions.

7. In addition to the hiring of bilingual/bicultural personnel, it is recommended that the Department of Corrections contract for professional bilingual/bicultural services with outside agencies.

CIVIL RIGHTS AND CIVIL TENSION

Overview

During 1989 and 1990 the commission received various calls on situations related to ethnic intimidation, discrimination, and racial tension incidents in various Latino communities across the commonwealth. The relationship between Latinos, police and other segments of local communities have, at times, reached points of violence and, in some instances, have resulted in death. Therefore, the commission has been concerned over the lack of bilingual/bicultural mediators in these situations.

Activities

The Commission has met with Latino individuals claiming to having been discriminated against or victims of ethnic intimidation. The Commission has also visited local communities involved in issues of discrimination and racial tension within their local areas. One community's accusations of civil rights violations and voter fraud during the 1990 election has led to involvement by federal authorities.

The Commission has also served since 1989 on the State Inter-Agency Task Force on Civil Tension sponsored by Pennsylvania Human Relations Commission(PHRC). Among the key situations and incidents discussed were the apparently racially motivated deaths of a white and a Latino youth in Philadelphia.

One of the very few resources in dealing with these concerns available to Latinos in Pennsylvania is the PHRC. In addition to handling individual cases, the PHRC Education and Community Services Division goes into communities to provide cultural and interethnic training to law enforcement personnel and local officials, as well as to work on conflict resolution strategies between groups.

Recommendation

The placement of bilingual/bicultural Latino professionals in PHRC at the senior administrative level, in the Education and Community Services Division and in local Human Relations Offices near communities with significant Latino populations.

Ongoing Staff Activities/Special Projects

1. Boards/Committees/Task Forces

During 1989-1990 the Commission staff served on various organized bodies seeking input on Latino concerns for the targeting of services and programs. They included:

- Department of Health Minority Health Committee
- State Task Force on Civil Tension
- State Literacy Coalition
- State Recreation and Planning Advisory Committee
- People of Color AIDS Coalition
- Pennsylvania Heritage Commission
- Governor's Council on Young Children
- Harrisburg Hispanic Human Services Task Force
- Lancaster Hispanic Center Capital Campaign Committee
- Philadelphia Hunting Park Community Task Force
- Girard Medical Center
- The Right to Live in Peace (Domestic Violence)
- Pennsylvania State Parents Association
- Centro Pedro Claver Anti-Drug Task Force
- American Red Cross Hispanic Council
- Dept of Health and Human Services - Head Start State Collaboration Project
- Pennsylvania Academy for the Profession of Teaching
- Keystone System Inc. Community Awareness Project

2. Community Development/Technical Assistance

Local Latino organizations, groups and individuals were assisted with identifying resources and opportunities from government and other public and private sources. Assistance was provided to community based organizations, students, local business entrepreneurs and other professionals and community persons.

The Commission is collaborating with the Department of Community Affairs Peer to Peer Program in providing technical assistance to a local Latino community based organization. Initiated by request of the Latino center board of directors, a complete evaluation of the structure, administration, and service delivery will be completed. The results will be presented to the board of directors and they will select any type of training and technical assistance they wish to receive. Technical assistance offered includes board and staff training on a variety of topics including: board/staff roles and responsibilities, conducting effective meetings, fundraising skills, job descriptions, job skills development and other areas specific to the organization's need. The Peer to Peer Program is a service provided by the Department of Community Affairs at no cost to the organization.

As often as possible Commission staff attended local meetings specifically addressing serious concerns impacting on a Latino community.

3. Community Education/Public Appearances

The executive director attended numerous public events and sometimes serves as keynote speaker or panelist on a variety of topics representing the Governor and the Latino Commission. On special occasions she brought greetings and proclamations from the Governor as his official representative at community functions across the commonwealth.

In addition to speaking engagements, the commission conducted training sessions for various organizations on Latino culture and community issues.

The commission participated in Governor Casey's Capital for a Day events in communities with Latino populations. The Commission's executive director met with local Latino community members and groups, coordinated meetings and sometimes translated for the Governor and cabinet members.

4. Media

The commission focused special attention on the image of Latinos promoted by local Pennsylvania print and audiovisual media. Attempts were made to clarify Latino issues and concerns by collaborating with newspaper, radio and television news reporters on Latino related stories and articles. In addition, the Commission responded to damaging and discriminatory newspaper commentaries through the public opinion page.

The Commission participated in various Latino television and radio programs targeted to Latino viewers. The Commission's Philadelphia regional director was a regular participant on a local radio talk show several times a month to highlight the work of the Governor and the Commission as it related to the Latino community.

5. Affirmative Action

The Commission worked with various organizations and state agencies to promote affirmative action through technical assistance in Latino recruitment and outreach, circulation of job openings, providing community contacts and mail lists, and distribution of resumes of Latino candidates for employment.

6. Newsletter

Established "La Comisión", a multi-purpose quarterly newsletter. This periodical keeps organizations, community leaders, legislators, local, state and federal government officials and the general public informed of resources, opportunities and key issues of importance to Latinos throughout the commonwealth. It highlights the activities and work of the Commission, the Governor, state agencies and other state programs pertinent to Latinos.

It also contains articles on many national, state or local activities which are key to the development of Latino communities. The first issue was published in September, 1989. The Commission has received many calls and comments commending the quality of the newsletter, as well as numerous requests to be placed on the Commission mailing list. While the Commission accepts credit for the content, a fair measure must be apportioned to the Department of Community Affairs Press Office and Graphics Unit for the editing, graphics and its exceptional appearance. Their cooperation on this vital information project has been outstanding. Approximately 2600 newsletters are mass mailed throughout Pennsylvania and about 200 outside the state, primarily to related Latino organizations in other state and national organizations and leaders.

7. News Clips

On a monthly basis, the commission compiles articles on Latino communities, individuals and issues from numerous Pennsylvania newspapers and publications, as well as some relevant national publications. These clippings provide a wealth of current information on the activities of Latinos from across the commonwealth, as well issues and concerns affecting Latino communities. These clippings are provided to commissioners, Commission committee members, community

based organizations, and key state government officials. Other community members and professionals are placed on the News Clips mailing list by request only.

8. Translations

While the Commission cannot perform translations due to the limited staff and the technical and time-consuming nature of this work, a list of available translators has been developed. Additionally, on a limited basis, we review materials which have been translated before dissemination to the general public.

9. Special Projects

Train-the-Trainer

Due to the rapid growth of the Latino population in a number of Pennsylvania communities there has been an increased demand by local organizations and systems for training on the culture, characteristics and needs of this population. Numerous requests were received by the Commission for cultural sensitivity training on aspects of Latino culture. In addition there has been an increased demand on local Latino community leaders and professionals to fulfill similar requests. A number of these professionals expressed an interest in training and information to adequately respond to the local requests.

In response to the demand for cultural training, a Train-the-Trainer two day seminar was developed to instruct Latino professionals on the preparation and facilitation of workshops on Latino cultural, historical, and community issues.

Two Train the Trainer sessions were held during 1990. The first, held in two parts on February 22 and May 3, consisted of 20 professionals from across the commonwealth, who ranged from experienced to inexperienced trainers. The second group trained consisted of 25 professionals and service providers who attended a two-day session held in the western part of the state at the Erie Hispanic Center, on December 6 and 7.

Census

A survey of the activities and needs of local community based organizations was conducted by the Commission. The Commission collaborated with the census bureau and sent mailings to assist in the enumeration of Latinos.

Voter Registration

A special short term project was organized by Josue Diaz, a summer intern, to organize groups within local Latino communities to promote voter registration efforts.

Conferences

The Commission assisted with the development and promotion of several conferences including the Governor's Conference on Ethnicity, Regional Conference on Affirmative Action and the National Conference on Urban Education.

Business Directory

The Commission collaborated with the Pennsylvania Chamber of Commerce and Industry on the development and dissemination of a Latino Business Directory.

PA Securities Commission

The commission served in an advisory capacity to the Pennsylvania Securities Commission in the evaluation and recommendation of appropriate printed and audiovisual Spanish language materials.

10. Developing a National Agenda

The executive director has participated in a number of national events and conferences representing Pennsylvania in the development of a national agenda for Latinos. They include:

- Annual Conference of the National Puerto Rican Coalition (Speaker), New York, N.Y.
- Hispanic Leadership Roundtable, Washington, D.C.
- Conference of the National Council of La

Raza, Washington, D.C.

- National Hispanic Leadership Conference - Latino Leadership Summit, Chicago, Ill.
- United States/Puerto Rico Puerto Rican AIDS Conference, Washington, D.C.

In November, 1990, the executive director was appointed to the Northeast Regional Center(NRC) Advisory Board for the U.S. Department of Education Drug-Free School and Communities program. NRC administers a federally funded project focusing on the development of prevention initiatives with local school districts and communities throughout the Northeast United States.

The executive director was nominated and elected to a three year term, beginning January, 1991, to the National Puerto Rican Coalition(NPRC) Board of Directors. The NPRC seeks to address issues affecting Puerto Rican communities in the continental United States through a national agenda. Their offices are based in Washington, D.C. for more direct access to key policy makers at a federal level.

Looking To 1991

During calendar year 1991, the Commission will concentrate its staff and resources on continuing to pursue and build the numerous activities initiated in the previous two calendar years as outlined in this report. In addition, the Commission hopes to pursue the following special projects:

Speakers Resource Directory

Compiling and publishing a resource directory of Latino professionals who are available as speakers in their areas of expertise and on community issues and concerns. We hope to make it easier for organizations and communities to access the wealth of expertise within Latino communities.

Media Directory

The publication of a directory of print, radio and TV media dealing with Latino issues, including listings of Latino periodicals, television and radio programs.

Status of Latinos in Pennsylvania

The development of publications summarizing demographic data and community profiles of Latinos in the Commonwealth.

Statewide Conference

The Commission plans to hold its first statewide conference on Latino concerns and related state resources and programs in the areas of education, employment, economic development and health/mental health.

Community Commission Meetings

The commissioners will hold regional meetings every two months during 1991. Each regional meeting will be hosted by a commissioner representing the community where the meeting will be held. The purpose of these regional meetings is to invite local community members and organizations to attend. Time shall be allotted on the agenda for special local concerns to be discussed. Dates, time and location of these bi-monthly meetings are available by calling the Commission.

Commonwealth of Pennsylvania
GOVERNOR'S OFFICE

EXECUTIVE ORDER

Subject	Number
Governor's Advisory Commission on Latino Affairs	1989-1

Date	Distribution	By Direction of
January 26, 1989	B	Robert P. Casey, Governor

WHEREAS, the character of Pennsylvania has been shaped by various religious, ethnic, and national groups which have settled within its boundaries; and

WHEREAS, in recent years there has been a dramatic growth in the Latino communities of Pennsylvania. This growth has been motivated by individuals seeking to better their lives and to contribute their skills and energies to the growth and prosperity of the Commonwealth; and

WHEREAS, because of the prejudice and discrimination which many of them have encountered in employment, education, housing, and other areas of human endeavor and activity, the Commonwealth has been concerned with enabling Latino individuals to make the most of their innate talents and capabilities. However, further efforts are needed to develop and implement programs which will enhance the socio-economic status of Latinos in Pennsylvania.

NOW, THEREFORE, I, Robert P. Casey, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws do hereby establish the **Governor's Advisory Commission on Latino Affairs** (hereinafter referred to as the "Commission") as the Commonwealth's advocate agency for its Latino citizens as hereinafter set forth.

1. The functions of the Commission shall be to:

a. Make recommendations to the Governor on policies, procedures, and legislation that would make the state more responsive to the Latino community.

b. Work with the Bureau of Affirmative Action to monitor the Commonwealth's hiring, retention, and promotion practices with regard to employment of Latinos at all levels and make recommendations as appropriate.

c. Serve as a resource to all departments, commissions, and agencies to ensure that the Latino community benefits in an equitable fashion from their respective services and programs.

d. Conduct liaison activities with federal, state, and local agencies to make full use of programs to benefit the Latino community.

e. Assist local Latino communities in developing strategies and programs which will enhance their social and economic status.

2. **Composition.**

a. The Commission shall consist of 17 to 21 members, to be appointed by the Governor.

b. The Governor shall appoint an Executive Director of the Commission.

c. The Governor shall designate one member of the Commission to serve as chairperson.

3. **Term of Membership.**

a. Members shall be appointed for terms of two years and may thereafter be reappointed.

b. Should a vacancy occur on the Commission due to resignation, disability, or death of a member, a successor shall be appointed by the Governor to serve the duration of the unexpired term. A successor so appointed may thereafter be reappointed.

4. **Compensation.** Members of the Commission shall receive no compensation for their service, except that such members may be reimbursed for actual travel and related expenses in accordance with the Travel and Subsistence Regulation.

5. **Relationship to other agencies.** To implement the purpose of this order, the Commission may request and receive from any department, division, board, bureau, commission, or any other agency of the state or any political subdivision thereof or public authority, such cooperation, assistance, information, and data needed by the Commission to properly carry out its powers and duties hereunder.

6. **Reports.** The Commission shall submit an annual report to the Governor.

7. The Commission is authorized to establish subcommittees and promulgate rules and procedures for the effective implementation of its functions.

8. The Commission shall be housed in the Department of Community Affairs, which shall serve as the fiscal and administrative agent of the Commission.

9. The Commission may hold public hearings in order to evaluate the effectiveness of Commonwealth services and programs within the Latino community.

10. **Effective Date.** This order shall take effect immediately.

11. **Rescission.** Executive Order 1979-16 is hereby rescinded.

LATINO COMMUNITY BASED ORGANIZATIONS/PROGRAMS - 1

CASA GUADALUPE
GLORIA NEGRON-MARSHALL DIRECTOR
143 LINDEN STREET
ALLENTOWN PA 18102
215-435-9902

Hogar Crea
Ana Cessna Director
1409 Pembroke Road
Bethlehem PA 18017
215 866-3442

COUNCIL OF SPANISH SPEAKING ORGANIZATIONS LEHIGH VALLEY
VERONICA REYES
42 S. SECOND STREET
EASTON PA 18042
215-258-0876

LA CASA DE AMISTAD
MARIA DAVILA DIRECTOR
1312 DERRY STREET
HARRISBURG PA 17104
717 236-3279, 717 691-7202(h)

MT PLEASANT HISPANIC AMERICAN CENTER
LOURDES TANON DIRECTOR
301 SOUTH 13TH STREET
HARRISBURG PA 17104
717 232 7691

La Casa Del Pueblo
Sheila Knotwell Director
815 West Baltimore Pike
Kennett Square PA 19348
215-444-3731

SPANISH AMERICAN CIVIC ASSOCIATION
CARLOS GRAUPERA
545 PERSHING STREET
LANCASTER PA 17602
717-397-6267

LANCASTER AIDS PROJECT
EMILIO SILVA
P.O. BOX 1543
LANCASTER PA 17603
717-394-3380/394-

ACLAMO
ADAMINO ORTIZ
340 W. MARSHALL STREET
NORRISTOWN PA 19401
215 277 2570

ASOCIACION DE MUSICOS LATINOS AMERICANOS
JESSIE BERMUDEZ
2757 N. 5th Street, 2nd. Floor
PHILADELPHIA PA 19133
215-634-4150

HISPANIC AMERICAN ORGANIZATION
LUPE PEARCE
711 CHEW STREET
ALLENTOWN PA 18102
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COUNCIL OF SPANISH SPEAKING ORGANIZATIONS OF THE LEHIGH VALLEY
JULIO GURIDY EXECUTIVE DIRECTOR
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BETHLEHEM PA 18015
215-868-7800

HISPANIC AMERICAN COUNCIL
ERICA FREEMAN
554 EAST 10TH STREET
ERIE PA 16503
814-455-0212

CATHOLIC CHARITIES
BEVERLY SMITH
900 NORTH 17TH STREET
HARRISBURG PA 17103
717-232-0568

La Comunidad Hispana
Sheila Druley
219 Birch Street
Kennett Square PA 19348
215-444-1339

HOGAR CREA, LANCASTER
DIRECTOR
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LANCASTER PA 17603
717-397-8633

Nuestra Clinica
Flor Santalo-Hostetter Project Director
545 Pershing Avenue
Lancaster PA 17602
717-293-4150

HISPANIC OUTREACH OFFICE, WEBSTER MANOR COMMUNITY BLDG
MICHAEL BARRETT
1012 BROCK DRIVE
LEBANON PA 17042
717-273-8901

NORRIS SQUARE SENIOR CITIZEN CENTER
CARMEN APONTE
2121-37 NORTH HOWARD STREET
PHILADELPHIA PA 19122
215-423-7241

MAYOR'S COMMISION ON PUERTO RICAN/LATINO AFFAIRS
ERNIE BURGOS
CITY HALL ANNEX, ROOM 428
PHILADELPHIA PA 19107
215-686-7598

LATINO COMMUNITY BASED ORGANIZATIONS/PROGRAMS - 2

FRIENDS NEIGHBORHOOD GUILD
SANTIAGO BURGOS DIRECTOR
1529 NORTH 7TH STREET
PHILADELPHIA PA 19122
215 923 1544

BORINQUEN CREDIT UNION
CYNTHIA CRUZ
P. O. BOX 6834
PHILADELPHIA PA 19132
215-425-8119

LULAC - League of United Latin American Citizens
Colleen Davis
119 East Lehigh Avenue
Philadelphia PA 19125
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KENSINGTON JOINT ACTION COMMITTEE
CHRIS HANSON
1818 EAST HUNTINGDON STREET
PHILADELPHIA PA 19125
215 425 8030

TALLER PUERTORRIQUENO
JOHNNY IRIZARRY
2721 NORTH 5TH STREET
PHILADELPHIA PA 19133
215 426 3311

CONGRESO DE LATINOS UNIDOS
ALBA MARTINEZ EXECUTIVE DIRECTOR
704 WEST GIRARD AVENUE
PHILADELPHIA PA 19123
215-625-0550

COUNCIL OF SPANISH SPEAKING ORGANIZATIONS, INC.
MARIBEL PATRUNO EXECUTIVE DIRECTOR
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LUDLOW
Anya Rivera Director
1529 N. 7th Street
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IMAGE INC.
JOSE M. RODRIGUEZ EMPLOYMENT COUNSELOR
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CENTER OF SERVICES FOR HISPANICS JFK/MH/MR
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HUNTING PARK C.D.C.
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HACOA - Hispanic American Correctional Officers Association
Michael Cruz
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NORRIS SQUARE CIVIC ASSOCIATION
PATRICIA DE CARLO
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NATIONAL CONGRESS FOR PUERTO RICAN RIGHTS
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160 W. LIPPINCOTT
PHILADELPHIA PA 19133
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Proyecto Ayuda - National Assoc. For Hispanic Elderly
Gladys Llevat
2927 North 5th St.
Philadelphia PA 19133

ASPIRA INC. OF PENNSYLVANIA
EMANUEL ORTIZ
2726 NORTH 6TH STREET
PHILADELPHIA PA 19123
215 923 2717, 215 229-1226

Commonwealth of Puerto Rico
Fred Ramirez
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HECTOR RIVERA DIRECTOR
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HISPANIC ASSOCIATION OF CONTRACTORS/ENTERPRISES (HACE)
GUILLERMO SALAS EXECUTIVE DIRECTOR
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PHILADELPHIA PA 19133
215-426-8025

PHASE: PA HISPANIC ASSOCIATION OF STATE EMPLOYEES
HECTOR O. SANTIAGO PRESIDENT
1400 SPRING GARDEN ST., STATE OFFICE BLDG. ROOM 101
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ASOCIACION DE PUERTORRIQUENOS EN MARCHA
JESUS SIERRA DIRECTOR
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LATIN AMERICAN CULTURAL UNION
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ROGER ZEPERNICK
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HISPANIC CENTER OF READING & BERKS COUNTY
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READING PA 19601
215 376 3748

SPANISH COMMUNITY ASSOCIATION
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